December 18, 1969

MEMORANDUM

TO: The Boston Redevelopment Authority

FROM: John D. Warner, Director

SUBJECT: Salary Increase for Building Service Employees

          The Authority presently employs thirty-three temporary Building
Service Employees in the Property Management Department to perform
various service tasks in site offices and buildings taken by
the Authority for demolition. The numbers of employees in
Building Services has fluctuated from thirty to forty over the past
three years dependent on program needs. The Authority hires
each Building Service Employee only for as long as his services
are required, and they are terminated when the building they service
is demolished.

          It is recommended that the Authority increase the hourly
wage from $2.00 per hour to $2.10 per hour effective December 29, 1969.
Exceptions to this increase would be Thomas Donaghue, Licensed
Heating Engineer (all Projects) who should be increased from
$5.00 per hour to $5.25 per hour and Stephen Donovan, Night Crew
Foreman (all Projects) who should be increased from $2.76 per hour
to $3.50 per hour.

          The average hourly earnings of service workers, in the
Boston area, as indicated in the attachment, as of July 1968, was
$2.05 per hour. Considering the continued rise in the cost of
living since July 1968, it is expected that a true average of the
Boston service workers in January 1970 would be $2.10, or more,
per hour.

          Attached is an appropriate vote, Building Service Table
of Organization, and Bureau of Labor Research Summary of July 1968
of Wages in Contract Cleaning Services.

Building Service Employees

Summary

All Projects	2
Waterfront	1
So. Cove	3
Fenway	2
Wash Park/Campus High	2
South End	23
Total	33

BUILDING SERVICE EMPLOYEES (33)

Title	Personnel	Salary/hr.	
		Present	1970

All Projects

	Title	Personnel	Present	1970
1.	Lic. Heating Engineer	Donaghue, T.	$5.00	$5.25
2.	Night Crew Leader	Donovan, S.	$2.76	$3.50

Waterfront Project – 178 Atlantic Ave

	Title	Personnel	Present	1970
3.	Elevator Operator	Nelson, R.	$2.00	$2.10

So. Cove Project – 260 Tremont & 903 Washington Sts.

	Title	Personnel	Present	1970
4.	Janitor	Holliday, P.	$2.00	$2.10
5.	Elevator Operator & Janitor	Clancy, P.	$2.00	$2.10
6.	Cleaner	McGahan, T.	$2.00	$2.10

South End Project – 72 Warren Avenue

	Title	Personnel	Present	1970
7.	Janitor	Belcher, E.	$2.00	$2.10
8.	Crew Leader	Vaillancourt, H.	$2.00	$2.10
9.	Cleaner	Scoville, M.	$2.00	$2.10
10.	Night Cleaner	Calla, R.	$2.00	$2.10
11.	Cleaner	Duffy, A.	$2.00	$2.10
12.	Night Cleaner	Williams, M.	$2.00	$2.10
13.	Cleaner	Blackimore, L.	$2.00	$2.10
14.	Cleaner	Davin F.	$2.00	$2.10
15.	Janitor	Graham, A.	$2.00	$2.10
16.	Cleaner	Young, W.	$2.00	$2.10
17.	Janitor	McGrey, R.	$2.00	$2.10
18.	Cleaner	Garner, J.	$2.00	$2.10
19.	Cleaner	Gomez, J.	$2.00	$2.10
20.	Cleaner	Battle, E.	$2.00	$2.10
21.	Cleaner	Alessi, J.	$2.00	$2.10
22.	Cleaner	Perry, J.	$2.00	$2.10
23.	Cleaner	Sergeant, F.	$2.00	$2.10
24.	Cleaner	Lerio, A.	$2.00	$2.10
25.	Cleaner	Washington, S.	$2.00	$2.10
26.	Janitor	Herpin, L.	$2.00	$2.10
27.	Janitor	Hayes, W.	$2.00	$2.10
28.	Cleaner	Hardy, N.	$2.00	$2.10
29.	Night Cleaner	Mooney, T.	$2.00	$2.10

Wash Park/Campus High Project - 114 Vernon Street

| 30. | Custodian | Clark, M. | $2.00 | $2.10 |
| 31. | Janitor | Smith, W. | $2.00 | $2.10 |

Fenway Project - 1100 Boylston Street

| 32. | Cleaner | Scott, M. | $2.00 | $2.10 |
| 33. | Cleaner | Davis. L. | $2.00 | $2.10 |

Wages in contract cleaning services

CHARLES M. O'CONNOR

Average straight-time hourly earnings of service workers employed by cleaning contractors ranged from $1.71 in Dallas to $3 in San Francisco–Oakland in July 1968. Differences among the 20 areas surveyed by the Bureau of Labor Statistics were due to a number of factors, including historical area pay differences, differences in the extent of collective bargaining agreement coverage, and differences in types of services performed.

Hourly earnings levels increased in each of the 20 areas since a similar BLS survey was made in 1965.[1] The increases ranged from 6 percent in Miami to nearly 30 percent in Milwaukee. Percent increases in weekly earnings levels over the 1965–68 period were substantially smaller than on an hourly basis in most areas because of declines in the number of weekly hours worked. Employment levels also increased in each of the areas during this period. The increases ranged from about 11 percent in Boston to 92 percent in Minneapolis–St. Paul.

Average weekly earnings for workers in the 20 areas ranged from $40.50 in Baltimore to $106 in San Francisco–Oakland. Due to differences in weekly hours of work, area pay relationships based on weekly earnings were somewhat different from those based on hourly earnings. (See table 1.) Workers typically performed general cleaning duties, were employed during the evening hours, and worked substantially less than 40 hours a week.

Men constituted slightly more than 70 percent of the 94,809 workers in the survey and, as a group, their average hourly earnings exceeded those for women in each area. In the 20 areas combined, about 95 percent of the women performed light cleaning tasks. Of the men, 51 percent performed heavy cleaning tasks and 22 percent performed light cleaning tasks; most of the remainder were employed as exterminators, floor waxers, and window washers. Men averaged more hours a week than women in each area, except Detroit and Seattle–Everett.

Individual hourly rates of pay were concen-

trated within a comparatively narrow range in most areas. This was particularly apparent in the relatively low paying areas. For example, at least two-thirds of the workers in Atlanta, Baltimore, Dallas, New Orleans, and St. Louis earned $1.60 but less than $1.65 an hour. In each instance, cleaners accounted for nine-tenths of these workers or more.

Window washers, usually the highest paid workers of the five occupational classifications studied separately, averaged $1.82 an hour in Atlanta to $4.13 in San Francisco–Oakland; in most areas, extra pay for hazardous work was provided and included in these earnings. Average hourly earnings for heavy cleaners, virtually all men, ranged from $1.64 in Atlanta and Miami to $2.89 in San Francisco–Oakland. For women employed as light cleaners, average earnings most commonly fell between $1.60 and $1.70 an hour, but exceeded $2 an hour in Chicago ($2.13), Los Angeles–Long Beach and Anaheim–Santa Ana–

Table 1. Hours and earnings of service workers in contract cleaning establishments

Area[1]	All service workers[2]			
	Number	Average		
		Hourly earnings	Weekly earnings	Weekly hours
NORTHEAST				
Boston	5,341	$2.05	$49.50	24.0
Newark and Jersey City	4,057	1.93	56.50	29.5
New York	28,056	2.43	80.50	33.0
Philadelphia	3,253	2.05	65.00	31.5
Pittsburgh	2,418	2.05	54.50	26.5
SOUTH				
Atlanta	2,659	1.75	44.50	25.5
Baltimore	2,751	1.78	40.50	23.0
Dallas	2,746	1.71	43.00	25.0
Miami	1,345	1.83	58.00	32.0
New Orleans	1,546	1.82	44.50	24.5
Washington	6,217	1.83	47.00	25.5
NORTH CENTRAL				
Chicago	6,712	2.49	85.00	34.0
Cleveland	2,861	2.17	67.50	31.0
Detroit	3,348	2.30	70.00	30.5
Milwaukee	1,227	2.16	58.50	27.0
Minneapolis–St. Paul	2,142	2.28	60.50	26.5
St. Louis	2,238	1.75	45.00	26.0
WEST				
Los Angeles–Long Beach and Anaheim–Santa Ana–Garden Grove	10,413	2.40	75.50	31.5
San Francisco–Oakland	4,256	3.00	106.00	35.5
Seattle-Everett	1,223	2.64	76.00	29.0

[1] Standard Metropolitan Statistical Areas, as defined by the U.S. Bureau of the Budget through January 1968.
[2] All nonsupervisory workers, except those performing office clerical tasks, employed full or part time on a regular basis. Casual workers, those hired on a job basis, were excluded.

Note: Average weekly hours were rounded to the nearest half hour and weekly earnings to the nearest half dollar.

Charles M. O'Connor is an economist in the Division of Occupational Wage Structures, Bureau of Labor Statistics.

Garden Grove ($2.09), New York ($2.16), San Francisco–Oakland ($2.72), and Seattle–Everett ($2.30).

Establishments having collective bargaining agreements covering a majority of their service workers accounted for about 90 percent or more of such workers in Cleveland, New York, St. Louis, San Francisco–Oakland, and Seattle–Everett. In the other areas, the proportions ranged from 60 to 80 percent in Boston, Chicago, Detroit, Los Angeles–Long Beach and Anaheim–Santa Ana–Garden Grove, Minneapolis–St. Paul, Newark and Jersey City, and Philadelphia, from 40 to 60 percent in Pittsburgh and Washington, and from 20 to 40 percent in Milwaukee. None of the surveyed establishments in Atlanta, Baltimore, Dallas, Miami, and New Orleans had such contract coverage.

Workers were usually paid time rates, either under formal systems providing single rates for established occupational classifications or under informal systems with wage rates based principally on individual worker's qualifications. In some instances, workers employed in the evening received pay differentials over established day rates.

Paid holidays were provided to a majority of workers in all areas, except Atlanta, Dallas, and Miami. Workers covered by holiday provisions usually received 8 days or more annually in Boston, New York (where nearly seven-eighths received 10 days), Philadelphia, San Francisco–Oakland, and Washington, and from 5 to 7 paid holidays in the remaining areas. Paid vacations were provided to a majority of the workers in all areas except Atlanta, Dallas, and New Orleans. Typical provisions in most of the areas were at least 1 week's pay after 1 year of service (2 weeks in Minneapolis–St. Paul and the three Western areas) and 2 weeks' pay after 2 or 3 years' service. In 13 of the 20 areas, at least one-half of the workers were in establishments providing all or part of the cost of some type of health, insurance, or pension plan (other than Federal social security). One-fourth or less were provided such benefits in the other seven areas. Life, hospitalization, and surgical insurance were most commonly reported.

The survey covered establishments employing eight workers or more, primarily engaged in providing cleaning and related services to buildings and dwellings on a fee or contract basis. Earnings information excludes premium pay for overtime and for work on weekends and holidays, but includes premium pay for late shift work and hazardous pay. A comprehensive report on the survey is expected to be issued early this fall; individual area releases are available upon request to the Bureau or any of its regional offices.   ☐

[1] See Frederick L. Bauer, "Earnings in Contract Cleaning Services, Summer 1965," Monthly Labor Review, June 1966, pp. 656–658.

Wages in dress manufacturing

JOSEPH C. BUSH

Average straight-time hourly earnings of production and related workers in establishments manufacturing women's and misses' dresses varied considerably among the 12 areas surveyed by the Bureau of Labor Statistics in August 1968. The highest average ($3.27) was recorded in New York City, where slightly more than half of the 50,650 workers covered by the study were employed, and the lowest ($1.90) in Miami. Factors contributing to the variation in earnings levels among the areas included differences in methods of manufacturing and in the extent of collective bargaining agreement coverage. Increases in average hourly earnings since a similar survey in March 1966 [1] ranged from 12 percent in Philadelphia to 23 percent in Chicago. (See table 1.)

Two major methods of sewing garments are used in the industry: (1) The single-hand or tailor system in which the sewing machine operator performs all or most of the sewing operations on a garment; and (2) the section system where an operator's sewing is limited to a specific part or parts of the garment. Establishments primarily using the single-hand system accounted for approximately seven-tenths of the workers in New York City and Los Angeles–Long Beach and Anaheim–Santa Ana–Garden Grove, compared with about half or less in the other areas.

Concentrations of workers at different earnings levels varied substantially among the areas. Work-

Joseph C. Bush is an economist in the Division of Occupational Wage Structures, Bureau of Labor Statistics.